

# Headquarters U.S. Air Force

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*Integrity - Service - Excellence*

## Safety Civilian Career Management



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**George Rhymes**  
**Safety Manager**



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# ***Air Force Safety Mission & Vision***

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## **Mission**

***Enhance Aerospace Power By Eliminating Mishaps Through Proactive Hazard Identification And Risk Assessment***



## **Vision:**

***An Air Force Culture Achieving World-Class Safety Performance***



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# ***Purpose***

- ***Provide general background on civilian career development in the Air Force***
- ***Describe the application of civilian career development programs to the AF Safety career program***
- ***Describe the specific programs and tools available for both managers and employees to enhance career progression***



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# ***Briefing Topics***

- ***Key Personnel***
- ***AF Civilian Career Management***
- ***AF Safety Civilian Career Program***
  - ***Demographics***
  - ***Policy Council***
  - ***Accessions/Intern program***
  - ***Career Development***
  - ***Communication/publicity***



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# ***Key Personnel***

- ***MG Ken Hess - Air Force Chief of Safety***
- ***Mr. Gregory Alston, SES - Deputy Chief of Safety***
- ***Mr. John Phillips, GS-15 - Chief, Policy/Programs***
- ***Mr. Charles Pyron, GS-13 - Personnelist/Career Program Manager***
- ***Mr. George Rhymes, GS-14 - Safety Manager***



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# Planned Career Paths

SES

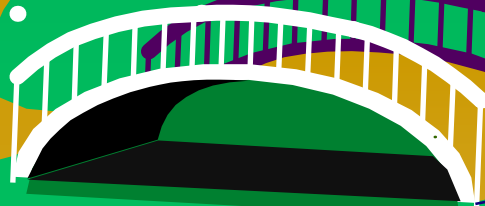
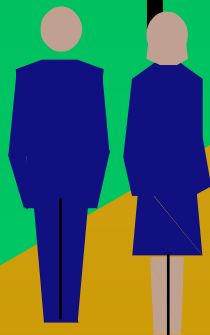
Planned Managerial  
Development

Career Executive  
Force  
Straight ahead

GS-12

Technical  
Development

Career General  
Force  
Straight ahead

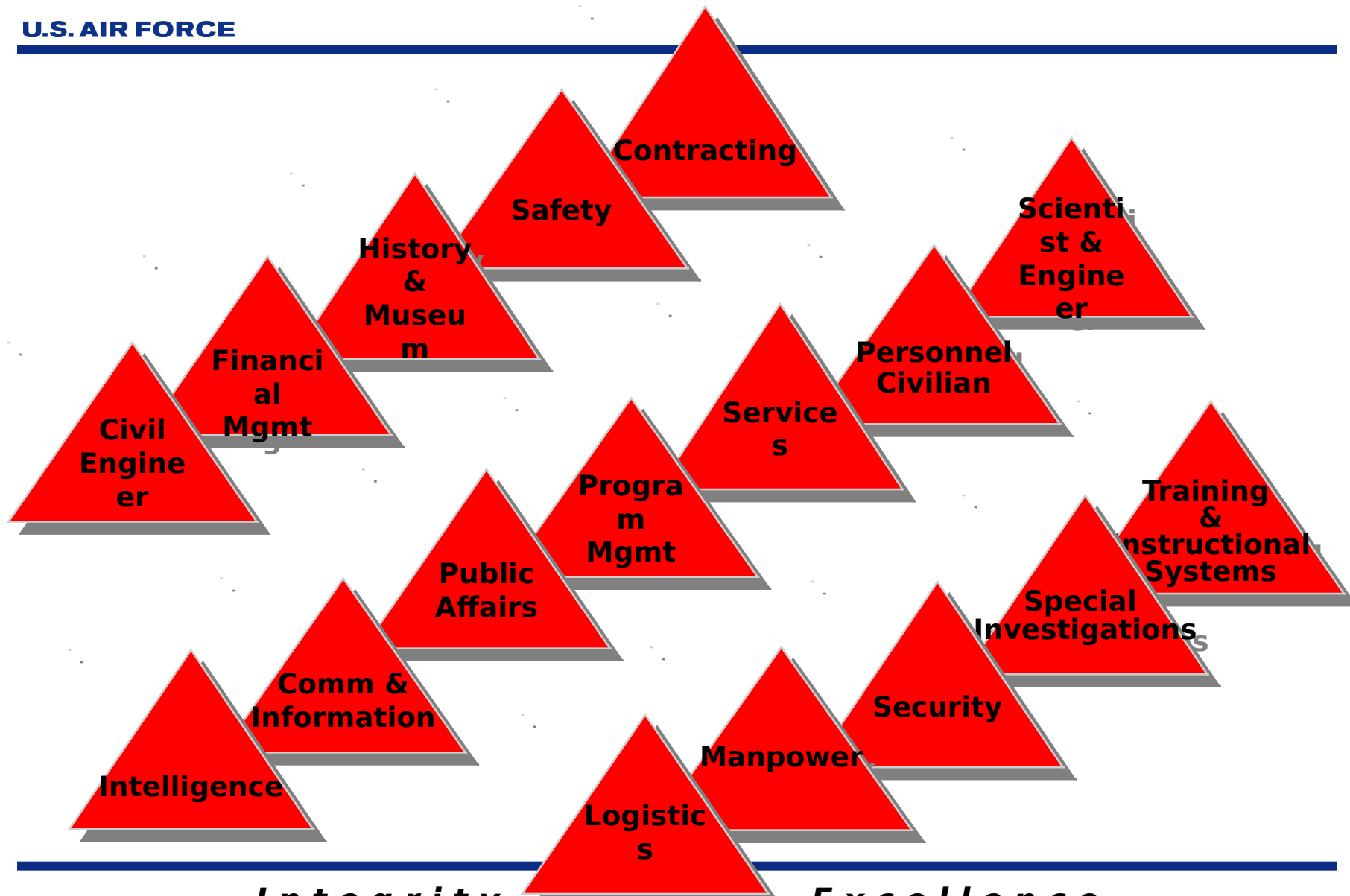




# ***Air Force Career Programs***

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# ***Human Resource Life Cycle***

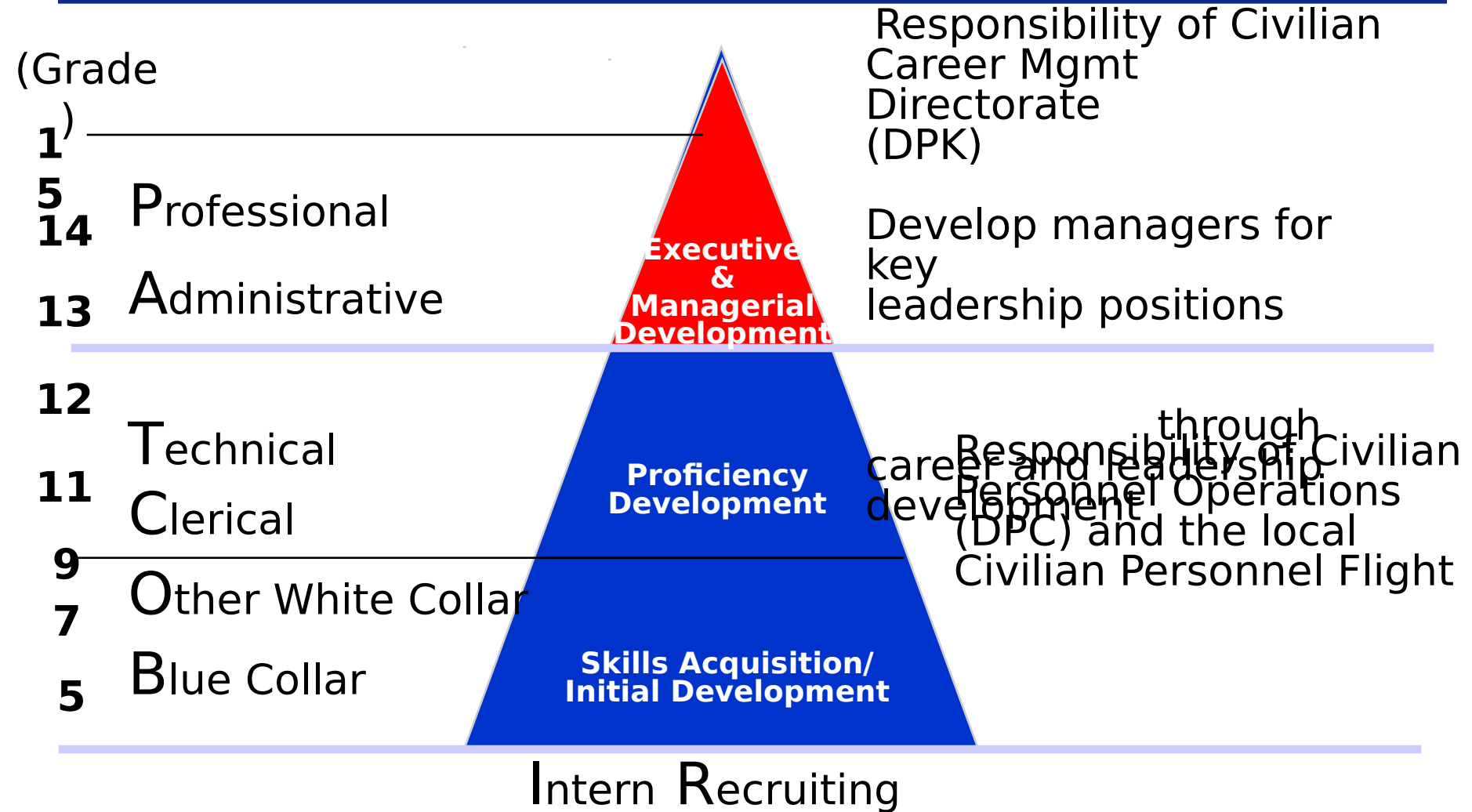






# Developmental Opportunities

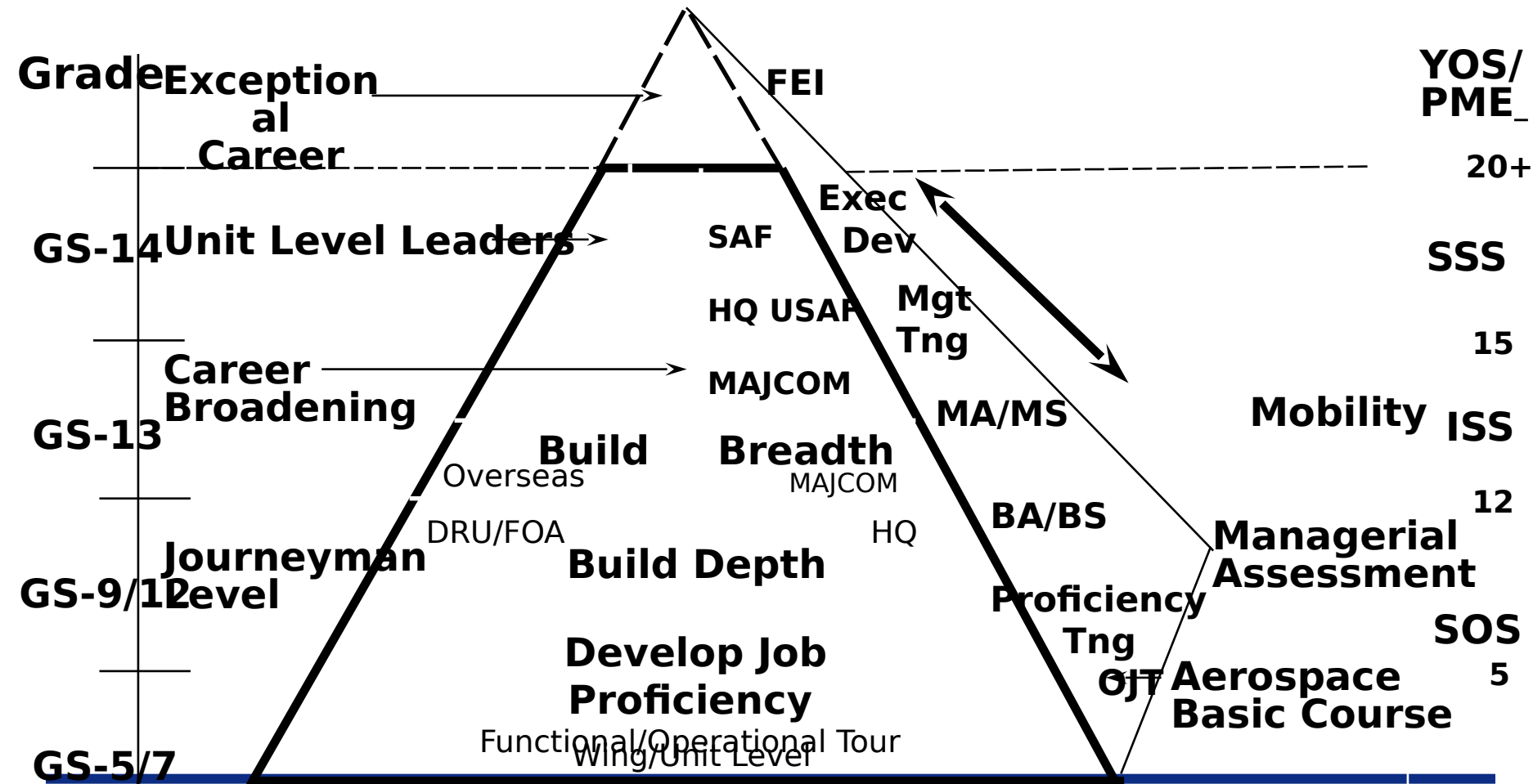
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# Leadership Framework

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Sep 2

Source: Notional



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# ***Career Program Positions***

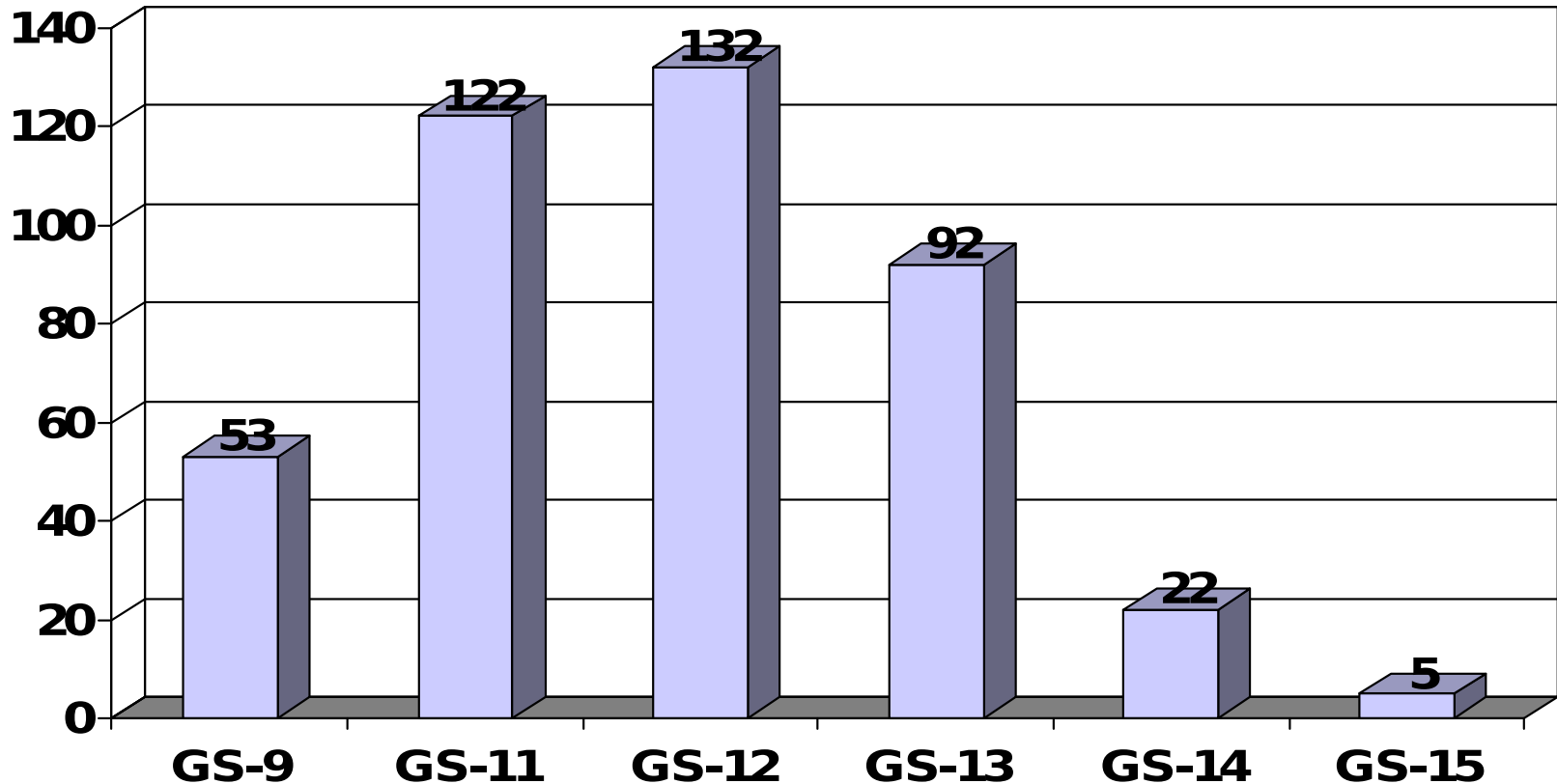
- ***Centrally managed***
  - ***AF-Wide referral for assignments and promotions***
- ***Voluntary participation***
  - ***Employees “register” and apply for positions***
    - ***On line @ <http://www.afpc.randolph.af.mil/cp/2675.htm>***
    - ***Submit AF FORM 2675 to CPF***
  - ***Must be qualified***
- ***You control your career—each employee’s opportunities are defined by:***
  - ***Record of performance***
  - ***Education and training***
  - ***Diversity of experience***
  - ***Geographic mobility***



# ***Safety Career Program Positions***

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***TOTAL ENCUMBERED POSITIONS: 426***



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# ***Career Program Policy Council***

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- ***Purpose of Career Program is to Develop Employees to be the Leaders of the Future to Satisfy Current and Future AF Needs.***
- ***Established by Functional Chief***
- ***Composed of Various Functional Disciplines***
- ***Convenes at Least Annually***
- ***Determines Functional Objectives and Policies Specific to Career Program***
- ***Designates and Convenes Advisory Panels and Planning Councils as necessary***



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# ***AF Safety Policy Council Membership***

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***HQ USAF/SEP (Chairperson)***

***HQ USAF/SEI***

***HQ AF/DPPH***

***HQ AFPC/DPK***

***AFSC/SEW***

***AFSC/SEG***

***AFSC/SEM***

***AFSC/SEPX***

***HQ ACC/SE***

***HQ AFMC/SE***

***HQ AFRC/SE***

***HQ AFSPC/SE***

***HQ AMC/SE***

***HQ AFSOC/SE***

***HQ AETC/SE***

***HQ USAFE/SE***

***HQ PACAF/SE***

***344 TRS/DOR***

***HQ AFPC/DPKCY***

***HQ AFPC/DPK-4***



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# ***Accessions***

- ***Two Intern Programs***
- ***Air Force Interns (PALACE Acquire)***
  - ***From total FY01 manning of 688 to 1112 in FY07***
  - ***Annual recruiting will go from 227 to 451***
  - ***SE FY04 quota is 5***
- ***Contracting Interns (Copper Cap)***
  - ***From total FY01 manning of 225 to 316 in FY07***
  - ***Annual recruiting will go from 76 to 105***

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■ ***External hires***

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# ***SCCP Training***

- ***FY03 PALACE ACQUIRE INTERNS (PAQ)***
  - ***Intern Training***
  - ***4 OSHA Classes per Intern FOR Total of 20***
  - ***All to MINA Course***
  - ***All to 7 Level Course***
    - ***Civilian Attendance at 3 & 5 Level***
    - ***MAJCOM must Establish CT/CP Quota thru MILMOD***





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# ***SCCP Training***

- ***FY 03 Classes (36 Personnel Trained)***
  - ***Leadership Potential Seminar (15) (Shared)***
  - ***Seminar for New Managers (15) (Shared)***
  - ***Executive Assessment Program (3)***
  - ***Management Assessment Program (3)***
  - ***Federal Budget Policy and Procedure (1)***
- ***Criteria for Selection***
  - ***Career Enhancement Plans Input***
  - ***Appraisal scores and performance***
  - ***Awards***
  - ***Grade Level***
- ***Options for MDC Training***



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# ***Management Development Courses***

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- ***Seminar for New Managers***
- ***Management Development Seminar***
- ***Executive Assessment Program***
- ***Science, Technology & Public Policy***
- ***Environmental Policy Issues***
- ***Leadership Assessment Program***
- ***Management Assessment Program***
- ***Leadership Potential Seminar***
- ***Developing High Performance Teams***



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# ***EDUCATION AND TRAINING***

## ■ ***FY 03 TRAINING FUNDS***

### ■ ***Registrants - \$92,000***

- ***Funds to be Spent on Shared Training OPM Courses***

- ***Committed - \$85,069***

### ■ ***Interns - \$40,000***

- ***Funds to be Spent on OSHA Courses, MINA, Other Relevant Courses***

- ***Committed - \$36,889***

### ■ ***Tuition Assistance - \$2620***

- ***Committed - \$2484***



# ***Career Broadeners/Enhancers***

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- ***Develop developmental Opportunities that will Broaden the skills and/or Enhance Leadership Skill of High Potential Employees***
- ***Exempt from PPP***
- ***All Career Program Restrictions Apply***
- ***CoreDoc and Training Plan Required***
- ***All Career Broadeners are Centrally Managed and Funded***
- ***Organization Can Give up Authorizations to Establish New CB Position for Their Exclusive use at any Location***
- ***1 Career Enhancement position currently at AFPC***



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# Career Broadeners

## Career Broadeners Requested for FY05:

<u>Priority</u> <u>Grade</u>	<u>Command/Location</u>	<u>Discipline</u>	
1	ACC/SEG, Langley AFB	Ground	GS-12
2	AFRC/SEG, Robins AFB	Ground	GS-12
3	AETC/SEG, Randolph AFB	Ground	GS-12
4	AMC/SEG, Scott AFB	Ground	GS-12
5	AFSC/SEG, Kirtland AFB	Ground	GS-13

### Added:

**AF/SEI, Pentagon**   **Ground**   **GS-14**



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# ***Safety Web Page***

- ***[http: www.afpc.randolph.af.mil/cp](http://www.afpc.randolph.af.mil/cp)***
  - ***click on: Index of AF Civilian Career Program***
  - ***Scroll down to SCCP - click***
  - ***E-mail address:***
    - ***Administrator:***
      - ***Charles.Pyron@Randolph.Af.Mil***
      - ***DSN 665-4631***
    - ***Personnelist:***
      - ***Rudy.Longoria@Randolph.Af.Mil***
      - ***DSN 665-2705***
      - ***FAX: 665-2822***



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# ***Safety ListServer***

- ***Has been Established and Advertised***
- ***Used to list Safety job announcements***
- ***Used to disseminate Career Program info***
- ***Newsletter***
- ***Go to the Website below to Subscribe***  
***<http://www.afpc.randolph.af.mil/lists.htm>***



- ***“Maturing” work force***
- ***External vs. Internal hires***
- ***Deployability of Civilians (E-E)***
- ***Funding for Certifications/Degrees***
- ***Mobility***





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# ***Questions?***

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